

The Relationship Between Leadership And Organisational Culture

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What a strong organisational culture looks and feels like - HR Grapevine

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First steps toward your data-driven future | BCS - BCS

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How cultural intelligence makes better leaders - HRZone

Nanga Mai Awards celebrate excellence in NSW Aboriginal

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It requires guts to be a leader in the future workplace - here are

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Exclusive | Culture Capital by Nikhil Dey: Find a friend at work. Better still be a work friend - Mediabrief

Fibe is now Great Place to Work certified - CXOToday.com
Finding The Time As a Leader To Think Strategically - Forbes

Dubai Quality Group Awards: 66 winners honoured from government and private sectors - Gulf News

Are women-led startups driving gender equity in the ecosystem? - YourStory

Beyond customer-centric culture: The expansive role of CX teams - www.mycustomer.com

The Relationship Between Leadership and Organisational Culture - Lebamang Kolisang
2014-11-26

Leadership and organisational culture are important factors influencing the competitive strength of an organisation. It is important to understand how these two powerful determinants of organisational performance affect each other. Research determining that specific types of organisational culture favour particular styles of leadership is important as it aids organisational leaders to identify which styles of leadership are more likely to be successful in their culture. In

the organisational culture, leadership deals with creating a clearly articulated vision and possessing the skills and the resolve to recruit and develop followers who are committed to carrying out the vision. Having the ability to see the bigger picture and maintaining a balance between high-level strategies and front-line tactics. Inherent to the organisational culture are many values as task-related and relational values that deal with people as individuals and as organisation members. Leadership orientation and organisational culture dimensions proved to be

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significant predictors of job satisfaction, organisational commitment and intention to quit.

The Relationship Between Organisational Culture, Transformational Leadership and Organisational Change Outcomes in Public Intensive Care Units - Nomawethu Befile 2017

Organisational culture as a management tool - Matthias Arnold 2006-05-29
Seminar paper from the year 2005 in the subject Leadership and Human Resource Management - Miscellaneous, grade: 72%, University of Bradford (School Of Management), course: Organisational Behaviour, language: English, abstract: This assignment aims at discussing whether a strong organisational culture which can be used as a tool of management control helps to both motivate staff and improve company performance and should therefore be encouraged. Organisational culture can be defined as “the

basic values, ideologies and assumptions which guide and fashion individual and business behaviour.” (Wilson and Rosenfeld 1990, p.229). Following Schein, organisational culture can be subdivided into three levels, representing the visibility to the observer. Most visible are the culture’s artefacts or surface manifestations, including organisational structure, processes, physical environment, technology and products, employees clothing, manners of address as well as language and company myths. These and other artefacts can be discovered while interacting with the organisation as an employee, customer or other stakeholder. The second level are espoused beliefs and values. The companies set of values normally establishes over a long period emerging from the founders and managements own mindset. These values are (or better should be) adopted by all employees as a part of their own values and beliefs and are also manifested as stated

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company values. The third and most in-depth level of organisational culture are the underlying basic assumptions. They evolve when beliefs and values become treated as reality, though they are never visible to an observer and can be described as the company's own culture (Schein 2004). An important factor, when looking at organisational culture is the similarity or differences of the management's and the employee's view of corporate culture. A high match of organizational culture levels results in a strong organisational culture whereas differences in both groups' mindsets lead towards a weak culture. Important thereby is not only a match of the culture's manifestations, which only leads to a superficial strong culture, much more significant is sharing of the same values and underlying assumptions (Hartog and Verburg 2004). In a strong organisational culture, common thinking and views between employers and employees may eventually result in a better

working atmosphere, an alignment of the workforce and ultimately in better performance (Deal and Kennedy 2000). Weak corporate cultures on the other hand are marked by less shared values, beliefs and assumptions and are less stringent in its thinking but are therefore also more open to changes and fluctuations. [...]

Cultural Change and

Leadership in Organizations -

Jaap J. Boonstra 2012-12-20

The need for change within organizations is not uncommon, whether as a result of financial crisis, collaboration issues following an international merger, or other major events. But how can organizations effectively transform themselves? Jaap Boonstra argues that it is not possible to achieve positive strategic change without cultural change, but cultural change is itself not a simple process. So what steps can leaders take in order to tackle cultural change successfully and what are meaningful change strategies? Offering a

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clear vision on organizational change, Cultural Change and Leadership in Organizations outlines the conditions and factors necessary for an organization's positive strategic and cultural transformation. Boonstra explores the relationship between culture and leadership, and details ways to effectively combine and organize diverse approaches for strategic and cultural change within organizations. Throughout the text, he combines inspirational and conceptual material with practical examples and concrete interventions for planning and implementing these changes. The text is an invaluable addition for students of MBA and executive MBA programs, as well as a broad range of practitioners.

Organizational Culture - Cameron P. Fuller 2015

Today, organisational or corporate culture, as it is called by some authors when they talk about commercial organisations, is seen as crucial for the growth and

development of modern enterprises. It is believed that organisational culture is one of the basic conditions that forms the base for effective functioning and success of the company. The chapters in this book discuss knowledge management success -- subject to the five dimensions of organisational culture (ie: persistent learning, interpersonal trust, power distance, long-term orientation and team spirit); the sources of power and this dimension of leadership; the process of organisational culture change in one particular company and its five major stages; the relationship between organisational culture and business performance; discussions on the impact of organisational culture on knowledge management success, including in multinational corporations (MNCs); and an examination of servant leadership (an emerging phenomenon that emphasises service to others) and work group work outcomes.

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The Moderating Effects of Organisational Culture on the Relationship Between Leadership Style and Employee Commitment to Change of Public Sector in Yemen - Hamid Mahmood
Hamid Gelaidan 2012

Relationships Between Emotional Intelligence, Leadership and Organisational Culture - Stuart Batchelor 2008

Organizational Culture and Leadership - Edgar H. Schein
2016-12-27

The book that defined the field, updated and expanded for today's organizations
Organizational Culture and Leadership is the classic reference for managers and students seeking a deeper understanding of the inter-relationship of organizational culture dynamics and leadership. Author Edgar Schein is the 'father' of organizational culture, world-renowned for his expertise and research in the field; in this book, he analyzes and illustrates through cases the

abstract concept of culture and shows its importance to the management of organizational change. This new fifth edition shows how culture has become a popular concept leading to a wide variety of research and implementation by various organizations and expands the focus on the role of national cultures in influencing culture dynamics, including some practical concepts for how to deal with international differences. Special emphasis is given to how the role of leadership varies with the age of the organization from founding, through mid-life to old age as the cultural issues vary at each stage. How culture change is managed at each stage and in different types of organizations is emphasized as a central concern of leader behavior.. This landmark book is considered the defining resource in the field. Drawing on a wide range of research, this fifth edition contains 25 percent new and revised material to provide the most relevant new concepts and

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perspectives alongside the basic culture model that has helped to define the field. Dig into assumptions and typologies to decipher organizational culture Learn how culture begins, thrives, or dies with leadership Manage cultural change effectively and appropriately Understand the leader's role in managing disparate groups The resurgence of interest in organizational culture has spurred an awakening in research, and new information is continuously coming to light. Outdated practices are being replaced by more effective methods, and the resulting shift affects organizations everywhere. Organizational Culture and Leadership is an essential resource for scholars, consultants and leaders seeking continuous improvement in the face of today's business realities.

Organisational Culture and Context - Institute of Leadership & Management
2007-03-30

With forty well structured and easy to follow topics to choose

from, each workbook has a wide range of case studies, questions and activities to meet both an individual or organization's training needs. Whether studying for an ILM qualification or looking to enhance the skills of your employees, Super Series provides essential solutions, frameworks and techniques to support management and leadership development. [Exploring the Relationship Between Leadership and Organisational Culture](#) - Lebamang Octavia Kolisang
2011

Dark Sides of Organizational Behavior and Leadership - Maria Fors Brandebo
2019-01-03

In recent years, scholars have focused more on the "dark sides of leadership." Both the negative and positive aspects of the relationship between leaders and followers are considered. But the relationship between leaders and followers is also influenced by the context in which the relationship occurs.

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Organizational aspects such as culture and structures are studied in relation to how negative leadership develops. Organizations, just like humans, are able to develop justifications for their actions, to self-aggrandize by claiming their exclusivity. In this book, the dark sides of organizational behaviors and leadership are considered from different aspects and contexts. The book contributes knowledge of how negative leadership develops, what part organizational structures play, and what the consequences are for the leader, the subordinates and the organization.

Leadership and Organisational Culture in Development - Violeta Schubert 2022-07-14

This book uses organisational theory to explore how power and leadership operate in development organisations in different contexts and at different levels. Culture as a tool for enacting change is of particular importance within organisational and leadership analysis but often limiting.

Notions of exceptionalism within the development sector mean that lessons from other organisational contexts are often disregarded or deemed irrelevant. In examining the way that culture operates in organisational and leadership analysis and in development thinking and approaches, the book invites closer attention to modes of organising and leading. The book examines development exceptionalism and the leadership fetishism that it evokes as a panacea for addressing disorder and crisis. The term organisationalism is deployed to capture the endeavours to control and manage, produce and reproduce organisation, and the manifestations, responses and imprints of 'seeing like an organisation'. The modes and manifestations of organisationalism are especially notable in times of crisis and disorder, accusations of wrongdoings, bad culture and bad leadership. This book makes an important contribution to debates on development exceptionalism

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and leadership and as such will be of interest to researchers in development studies and management studies and related disciplines across sociology, politics and global governance.

□□□□ - 1872

Organizational Culture - Karel De Witte 2000-02-10

Management of organizational culture is a controversial topic. Pragmatists argue that it can be, should be and has been easily managed and they offer guidance how to do this, whilst purists find it ridiculous to talk about managing organizational culture: it cannot be managed, it evolves. Contributions to this fascinating book cover the following topics: * the relationship between leadership and organizational culture * the study of the role of organizational culture in four distinct cases * a change project of managerial culture * the FOCUS-instrument for measuring organizational culture * the main influences of organizational culture on its individual members * critical

questions for future research. The editors do not intend to give final answers to this ongoing discussion, but to contribute to the debate and aid understanding. The contributions guide practitioners and researchers through the complex issues to avoid possible pitfalls.

Effective and Creative Leadership in Diverse Workforces - Bethany K. Mickahail 2019-01-07

This book examines the role of corporate culture in the execution of successful strategies for diversity and innovation. It explores how information is communicated across real organizations and how diversity impacts the effectiveness of the communication. As modern communication becomes more challenging within diverse groups, the varying content and contexts must be considered. Communications across a diverse organization requires thought and understanding. Further, though a workforce may be diverse, it may not properly function.

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Effective and creative leadership is needed to employ a diverse workforce for the greatest impact on company culture and performance. With its model and case studies illustrating how diversity helps shape corporate culture, this book serves as a valuable resource for HR researchers and scholar-practitioners.

Organizational Culture and Leadership - Edgar H. Schein
2010-07-16

Regarded as one of the most influential management books of all time, this fourth edition of Leadership and Organizational Culture transforms the abstract concept of culture into a tool that can be used to better shape the dynamics of organization and change. This updated edition focuses on today's business realities. Edgar Schein draws on a wide range of contemporary research to redefine culture and demonstrate the crucial role leaders play in successfully applying the principles of culture to achieve their organizational goals.

Inter-Organizational Culture -

Fabiano Larentis 2018-12-13

In order to be developed, inter-organizational relationships, as well as organizational cultures, rely on communication, learning, trust, commitment, and shared meanings and symbols. This book discusses the emergence and development of an inter-organizational culture, in which meanings, beliefs, and values of people from different companies interact. It proposes that inter-organizational culture can be seen as a culture of intersection, because of the association of cultural perspectives between suppliers and intermediaries. The more the parties are motivated to maintain the relationship, the more willing they are to invest in that relationship, which minimizes the risk of dissolution, promotes interaction, and contributes to cultural changes. The authors consider organizational culture through a three-perspective framework involving integration, differentiation, and fragmentation, at the

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intersection of which inter-organizational culture develops. This book will provide scholars with a better understanding of the connection between relationship marketing and organizational behavior, through the emergence of a specific culture.

Exploring the Relationship Between Leadership, Leadership Behaviours and Organisational Culture - Julia Anne Egan 2011

This thesis explores the theme of leadership in the NHS, specifically focusing on nursing. Leadership has become an important area in recent years particularly in relation to improving efficiency, effectiveness and quality of services. As nurses provide 80% of care in the NHS their role is pivotal in achieving any change. Despite the importance placed on leadership in the NHS, literature shows little is known about perceptions of leadership, how leaders function or what importance staff place on the culture and

context in which they work.

This study is based on the findings of 28 qualitative interviews with leaders in two health boards in Scotland. Through the presentation of informants' perceptions, beliefs and collective accounts, the study illustrates how staff view leadership in the NHS and provides some significant results. Firstly, it proposes that leadership is comprised of two elements; one relating to individuals and one relating to how individuals function in organisations. Secondly, it indicates three models of leadership are particularly relevant and how these apply differ according to role and hierarchy. Thirdly, it reveals leadership and management as distinct components. In nursing a number of complexities make these roles challenging, and the culture and context of health boards influence how these function in practice. Finally this research concludes that staff value a clear set of characteristics, styles and behaviours not related to vision and change but which centre

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on character, values, integrity and engagement. The study has considerable implications for emerging work on leadership in the NHS and for the future development of leadership roles in nursing.

The Relationship Between Transformational Leadership and Organisational Culture - Moshimane Peter Seloane 2010

The Impact of Leadership Behaviours and Organisational Culture on Knowledge Management Practices in Small and Medium Enterprises - Hai Nam Nguyen 2010

Abstract : An increasing number of organisations are turning to knowledge management (KM) as a key to leverage their distinctive core competencies in their pursuit of competitive advantage. Organisations are interested in KM to boost the efficiency of their processes, increase their productivity and quality of their services, and to achieve innovative solutions and products for their customers. Consequently, the contributions of KM to the

overall success of an organisation have been widely acknowledged. Prior research studies have demonstrated that both organisational culture and leadership behaviours are widely held to be major barriers to creating and leveraging knowledge. The literature suggests that for KM implementation to be effective there is a need to diagnose the fit between an organisation and its KM objectives. Thus, it is essential to articulate how organisational culture and leadership styles affect the organisation's ability to create and apply knowledge. It is only then that appropriate strategies can be designed to either adapt the organisational culture or reshape it to support KM objectives. A critical evaluation of research studies in the fields of leadership, organisational culture, and knowledge management indicated that, while some evidence exists supporting the links between leadership and KM and between organisational culture and KM, the combined study of all three

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of these concepts has been hitherto lacking. This study, therefore, examines this research gap. More specifically, the study investigates the relationship between leadership behaviours and KM practices, and the moderating effects of organisational culture on that relationship. To investigate such a relationship, a conceptual model comprising four constructs, namely transformational leadership, transactional leadership, organisational culture, and KM practices, was developed. The model and its related four hypotheses were empirically examined using a questionnaire-based survey targeting Australian small and medium-sized enterprises (SMEs). The rationale for selecting SMEs was two-fold. First, one of the main characteristics of SMEs is that management structures are often minimal, and decision making is centralised at the owner/manager level. Hence, the leader's personality and behaviours would be

expected to have a significant influence on supporting organisational KM practices. Second, individual SMEs are more likely to have a single organisational culture. Thus, culture and cultural fit are more profound in SMEs than in large organisations where several cultures may be present. Data related to the four constructs of the study were collected from 157 SMEs using three previously validated instruments. For the measurement of leadership behaviours, the study used the Multifactor Leadership Questionnaire (MLQ-5X), which is one of the most widely tested measures of transformational and transactional leadership. For the construct of KM practices, a 17-item assessment questionnaire developed by Becerra-Fernandez and Sabherwal (2001) was used to allow participants to indicate how frequently each of the identified KM processes and tools is currently being used within their respective organisations. Finally,

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Denison's (2019) Organisational Cultural Survey (DOCS), adapted from Fey & Denison (2003), was selected to measure the dimensions of organisational culture. Exploratory Factor Analysis (EFA), Confirmatory Factor Analysis (CFA) and Regression Analysis (RA) were employed to examine the relationships among the research constructs. The results shed light on how leadership behaviours and organisational culture influence KM practices. First, both transformational and transactional leadership behaviours appear to be positively related to KM practices. More specifically, charismatic leadership (focusing on envisioning, empathy, and empowerment) and contingent reward leadership behaviours (focusing on transactions, rewards, and punishment) have a greater impact on facilitating knowledge socialisation and exchange within organisations. Second, the results of moderated regression analyses reveal that the effectiveness of

leadership behaviours is contingent upon the type of organisational culture. To illustrate, cultures with strong emphasis on hierarchy (i.e. highly centralised and formalised) and/or mission (i.e. being competitive and goal-oriented) would attenuate the contribution of transactional leadership behaviours to KM. These findings, hence, suggest that the most effective leaders for successful KM implementation are those who are best able to display and use both transformational and transactional leadership behaviours upon different organisational contexts and cultures. For example, transactional leadership might work better in reinforcing existing norms, values and procedures, whereas transformational leadership behaviours would allow the adaptation of organisational culture to and its realignment with, a new vision when needed. Third, and perhaps of most interest, the evidence provided by the study indicated that leadership behaviours (in

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their own right) are significant contributors to organisational culture, and that leaders can influence KM practices either directly or indirectly through organisational culture. These findings confirm the crucial role of leadership in building and maintaining a supportive organisational culture for KM, thus providing further evidence for the need to develop a comprehensive investigation into the potential role that organisational culture could play as an effective mechanism by which leaders could enact KM within their organisations. Finally, although the use of well-tested questionnaires indicated a strong conceptualisation of the transactional leadership model, this could not be extended to the transformational leadership and organisational constructs where a relatively moderate representation was obtained for these two constructs. While

this finding is somewhat disappointing, it enhances the existing body of knowledge by suggesting that perceptions of transformational leadership and organisational culture might be contingent upon other contextual conditions such as national culture, organisational history and performance {u2013} all of which are outside the scope of this research study. In conclusion, this study provides empirical evidence on the connection among leadership behaviours, organisational culture, and knowledge management, thereby addressing the need for research that incorporates cultural context in leadership and KM studies. Furthermore, it provides practical implications for managers/leaders by identifying the leadership behaviours and organisational mechanism required to enhance KM practices.

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